



## Credential Definition Research

1.17.2019

Term Used	State	Defined as	Categories of credentials included	Credential Examples/Priority Sectors	Qualifiers/Requirements	Source Organization	Source Link
Credential of Value (working definition of Advance Vermont)	VT	A credential of value is an educational certificate, occupational license, Registered Apprenticeship, or industry-recognized certification that verifies an individual's competence in technical or occupational skills. Credentials of value are stackable, transferable and have value in the job market.	Educational certificate, occupational license, Registered Apprenticeship, or industry-recognized certification	Commercial Driver's License, Licensed Practical Nurse, Certified Surgical Technologist. Certified Welder, Licensed Electrician, Child Care Apprenticeship, Forestry Certificate, Meat Cutting Master Training, Certified Professional Coder and Industrial Maintenance Technician Certificate	Stackable, transferable and has value in the job market	Advance Vermont	No link currently available (website launching March 2019).
High Value Certificate	AL	TBD			Valuable; portable; stackable; trackable; skills-based; in demand (see source link for definitions of these)	Alabama Works!	<a href="https://alabamaworks.com/successplus/">https://alabamaworks.com/successplus/</a> (scroll way down to Defining Credentials of Value)
Educational Certificate Industry Recognized Credential	AZ	N/A	IRCs defined to include Registered Apprenticeships, occupational licenses, personnel certification (from WIOA policy manual, Chapter 2 - Section 100)		Career-enhancing attributes may be tacked on: Industry-recognized, stackable, portable, accredited (see source link for definitions)	Arizona Department of Economic Security	<a href="https://des.az.gov/sites/default/files/media/wioacredentials_0.pdf">https://des.az.gov/sites/default/files/media/wioacredentials_0.pdf</a>
Credential	CA	N/A	Certificates, degrees, licenses, certifications, badges, diplomas	<a href="https://aebg.knack.com/third-party-credentials#credentials/all-credentials/">https://aebg.knack.com/third-party-credentials#credentials/all-credentials/</a>	Accessible, transparent, stackable, portable, meaningful, connected (see source link for definitions)	California Workforce Development Board	<a href="https://cwdb.ca.gov/wp-content/uploads/sites/43/2016/08/CredentialingFrameworkCWDBFinalJune2016.pdf">https://cwdb.ca.gov/wp-content/uploads/sites/43/2016/08/CredentialingFrameworkCWDBFinalJune2016.pdf</a>

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Credential (postsecondary); Industry Recognized Certification (secondary)	CO	<p>postsecondary: "For purposes of the master plan, the CCHE includes all certificates issued by our public institutions as credentials...Going forward, as new credentials and credentialing approaches are explored and adopted, the commission anticipates revisiting its definition"</p> <p>secondary: "An industry certification is a credential recognized by business and industry at the local, state or national level. It could be an assessment, an examination or a license that is administered and recognized by an industry third-party or governing board. Industry certifications measure competency in an occupation, and they validate the knowledge base and skills that show mastery in a particular industry."</p>	<p>secondary: • Completing an industry certification program and passing the industry recognized certification exam/license • Passing an examination that enables the award of an industry certification • Obtaining a state-issued professional license</p>			Colorado Commision on Higher Education; Colorado Department of Education	<a href="https://www.cde.state.co.us/postsecondary/grad-industrycertificationfactsheet">https://www.cde.state.co.us/postsecondary/grad-industrycertificationfactsheet</a> ;
Industry-Recognized Credential	CT		Registered Apprenticeship certificates, industry-recognized certificates, licenses, certifications (WIOA language)	manufacturing, healthcare, construction/energy/green technology, insurance/financial services, information technology, and tourism	Portable, stackable	Connecticut Department of Labor	<a href="https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/ct.pdf">https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/ct.pdf</a>
Industry-Recognized Credential	DE	Industry-recognized credentials certify an individual's qualifications and competencies. They are globally portable and can be accumulated over time to build up an individual's qualifications to pursue a career pathway or another postsecondary credential after high school.					Not available

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Credential	FL	Credential is defined as a a formalized recognition (such as a certificate or certification) consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by State of Federal Government, an associate or baccalaureate degree, or a secondary school diploma or equivalent. A credential can be stacked with other credentials a part of a sequence to move an individual along a career pathway or up a career ladder (from WIOA Eligible Training Provider definitions)	Industry-recognized certificate or certification; Certificate of completion of an apprenticeship; License recognized by State or Federal Government; Associate or baccalaureate degree; Secondary school diploma or equivalent.	secondary: ~Agriculture, Food, and Natural Resources ~Architecture & Construction ~Arts, A/V Technology & Communication ~Business Management and Administration ~Health Science ~Hospitality & Tourism ~Information Technology ~Law, Public Safety & Security ~Manufacturing ~Transportation, Distribution & Logistics	Must meet one of following: Within an industry that addresses a critical local or statewide economic need;Linked to an occupation that is included in the workforce system’s targeted occupation list; or Linked to an occupation this is identified as emerging. Approved credentials must require a specified # of instructional hours and be endorsed by industry leaders.	Florida Department of Economic Opportunity defined industry certification; State Board of Ed identifies, endorses and incentivizes credentials	<a href="http://www.fldoe.org/academic/s/career-adult-edu/industry-certification/index.shtml">http://www.fldoe.org/academic/s/career-adult-edu/industry-certification/index.shtml</a> ;
Industry Credential	IL	secondary: A work-related credential, certification, or license that: 1. Verifies, through a valid assessment, an individual’s qualifications or competence in a specific skillset related to a particular industry or occupation; 2. Is issued by an industry-related organization or state licensing body with the relevant authority to issue such credentials; and 3. Is broadly sought or accepted by employers as a recognized, preferred, or required credential for recruitment, screening, hiring, retention, or advancement purposes.	secondary: credential, certification, license			Illinois State Board of Education	<a href="https://www.isbe.net/Documents/CCRI_Report.pdf#search=industry%20recognized%20credential">https://www.isbe.net/Documents/CCRI_Report.pdf#search=industry%20recognized%20credential</a>
Industry Recognized Credential	IN	Developed or supported by business and industry to verify student mastery of technical skills competencies in an occupational area that aligns with Indiana’s economic sectors and is approved by the Department of Workforce Development.			1)Must meet nationally understood definition of industry certification; 2)Must meet minimum requirement of 200 available jobs; 3)Must be above 25th percentile of wages in Indiana	Indiana Department of Workforce Development	<a href="https://www.in.gov/dwd/files/Industry_Certification_Methodology_Memorandum.doc.pdf">https://www.in.gov/dwd/files/Industry_Certification_Methodology_Memorandum.doc.pdf</a>

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Credential	KS	No defintion available; all other columns reference Excel in CTE, a credential review system for the secondary level that is being expanded to support postsecondary prorams.	Three tiers: 1)Required by law (ex. RN, or CDL); 2)Industry-mandated (required by at least 2 employers in industry, will open doors in the field); 3)Employer preferred (not essential to entry level, but does provide value)	<a href="https://www.kansasregents.org/resources/PDF/2017-2018_SB_155_Qualifying_Credentials_List.pdf">https://www.kansasregents.org/resources/PDF/2017-2018_SB_155_Qualifying_Credentials_List.pdf</a>	Courses leading to credential must be available to HS students; must be attainable within 6 months of HS graduation; wages for occupation of credential must be at least 70% of average wage in Kansas; occupation must require at least HS degree	Kansas Board of Regents Kansas Board of Education	
Industry Certifications	KY		industry certifications, licenses, credentials		Practical, relevant, aligned with career pathways	Kentucky Workforce Innovation Board	<a href="https://education.ky.gov/CTE/endorofprog/Documents/Valid_Industry_Certification_List.xlsx">https://education.ky.gov/CTE/endorofprog/Documents/Valid_Industry_Certification_List.xlsx</a>
Industry Based Credential (IBC)	LA	An independent third party credential that is industry-accepted and results from a process whereby an individual's knowledge and/or skill in a particular area is verified against a set of pre-determined standards.	Categorized into three levels: 1)Statewide (have value and portability in state economy); 2)Regional (prepares students for careers relevant to regional economy); 3)Complementary (have value across sectors, ex. First aid / computer literacy)	<a href="http://www.laworks.net/Downloads/PR/WIC/IBC_StateFocusList.pdf">http://www.laworks.net/Downloads/PR/WIC/IBC_StateFocusList.pdf</a>	Must be recognized by at least 3 Louisiana employers; Demonstrated results re: preferential hiring; Provides opportunities for entry-level employment in high-demand/high-wage occupations; Be generic, not vendor-specific	Louisiana Workforce Commission	<a href="http://www.laworks.net/PublicRelations/WIC_IndustryBasedCertification.asp">http://www.laworks.net/PublicRelations/WIC_IndustryBasedCertification.asp</a>
Credential of Value	ME	Degree, certificate, or high quality credential – leading to further education and “high quality” employment.	certifications, certificates, associate’s, licenses	<a href="https://nebhe.org/newslink/university-of-maine-system-to-participate-in-nebhes-high-value-credentials-for-new-england-initiative/">https://nebhe.org/newslink/university-of-maine-system-to-participate-in-nebhes-high-value-credentials-for-new-england-initiative/</a>	<ul style="list-style-type: none"> <li>• Leads to employment</li> <li>• Has labor market value</li> <li>• Credential of value or “good” certificate = 20% premium above HS medium wage</li> </ul>	Maine Department of Education	<a href="http://staticweb.maine.edu/wp-content/uploads/2016/11/Maine%E2%80%99s-workforce-education-coalition-and-Maine%E2%80%99s-Adult-Promise-Initiative-Rosa-Redonnett.pdf?0d0f03">http://staticweb.maine.edu/wp-content/uploads/2016/11/Maine%E2%80%99s-workforce-education-coalition-and-Maine%E2%80%99s-Adult-Promise-Initiative-Rosa-Redonnett.pdf?0d0f03</a>

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Industry Recognized Credentials	MA	Industry-Recognized Credentials (IRCs) are used by employers to certify that an applicant is qualified for a job. Students who earn industry certifications have an advantage finding high-demand jobs with good wages because the certifications are globally portable and valuable to employers. Often, these industry certifications are “stackable”, which means multiple credentials can be accumulated over time to build up an individual’s qualifications to pursue a career pathway or another postsecondary credential.			Labor Market Demand, "good" wage, portable, stackable	Massachusetts Business Alliance for Education	<a href="https://www.mbae.org/initiatives/credentials-for-success/">https://www.mbae.org/initiatives/credentials-for-success/</a>
Credential	MI	An industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the state involved or federal government, or an associate or baccalaureate degree. established “credential” as the umbrella term encompassing . A credential must be awarded in recognition of an individual's attainment of measurable technical or occupational skills necessary to gain employment or advance within an occupation. These technical or occupational skills are generally based on standards developed or endorsed by employers.	Educational diplomas; certificates; degrees; registered apprenticeship certificates; occupational skills licenses; industry recognized professional association certifications/personnel certifications		Industry recognized; Portable; 3rd party validated/accredited; stackable	Michigan WIOA	<a href="https://www.michigan.gov/documents/wda/WIOA_Manual_Chapter_7_Credentials_612232_7.docx">https://www.michigan.gov/documents/wda/WIOA_Manual_Chapter_7_Credentials_612232_7.docx</a>
Certificate	MN	A postsecondary award, certificate, or diploma at a level less than a baccalaureate degree, which is not an associate degree. This group may include “awards”, “certificates” or “diplomas” depending on the naming convention used by a specific institution		ex. Certified Nursing Assistant Program	Awarded by a postsecondary institutions upon successful completion of a predetermined number of instructional hours at the institution	Minnesota Office of Higher Education	<a href="https://www.ohe.state.mn.us/pdf/EducatingForTheFuture.pdf">https://www.ohe.state.mn.us/pdf/EducatingForTheFuture.pdf</a>
Industry Recognized Credential	MS	A credential proves an individual’s qualification or competence in a given subject.			Stackable, portable, issued by a 3rd party authority	Mississippi Community College Board	<a href="http://www.mccb.edu/pdfs/wk/WorkforceProjectPolicies.pdf">http://www.mccb.edu/pdfs/wk/WorkforceProjectPolicies.pdf</a>

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Industry Recognized Credential	MO	A portable, recognized credential that validates an individual has successfully demonstrated skill competencies in a core set of content and performance standards in a specific set of work-related tasks, single occupational area, or a cluster of related occupational areas.		<a href="https://dese.mo.gov/sites/default/files/cte-irc-tsa-guidance.pdf">https://dese.mo.gov/sites/default/files/cte-irc-tsa-guidance.pdf</a>		Missouri Department of Elementary and Secondary Education	<a href="https://dese.mo.gov/college-career-readiness/career-education/technical-skills-attainment-industry-recognized-credential">https://dese.mo.gov/college-career-readiness/career-education/technical-skills-attainment-industry-recognized-credential</a>
Credential	MT	“Credential” is used as the umbrella term that describes a formal signifier of postsecondary achievement, including degrees, licenses, titles, registered apprenticeship credentials, and certificates. Industry recognized credentials are typically provided by national associations/organizations that have established frameworks to recognize individuals that have gained specific technical competencies.	Degrees, titles, licenses, registered apprenticeship credentials, certificates	American Welding Society (AWS); Practical Nursing Certificate Snap-On; Six Sigma Green Belt; Cisco Systems Operator National Center for Construction Education and Research (NCCER)—Welding; National Institute for Metalworking Skills (NIMS) Canadian Welding Bureau (CWB)	<ul style="list-style-type: none"> <li>• Has curriculum/assessments associated with each credential (clear learning outcomes)</li> <li>• Demonstrable value in the labor market</li> <li>• Sequence of credentials can build upon one another (“stack”), but individual credential units can also be taught independently</li> <li>• Benchmarks/assessments relate to specific competencies – credential offered at each level</li> <li>• Assessments have utility for PLA</li> <li>• Does not require separate assessment under employer - transferrable</li> <li>• Useful for different training formats (work-based, college-based, apprenticeship)</li> <li>• Has online components</li> <li>• Limited costs</li> <li>• Multiple off-ramps into labor market</li> </ul>	RevUp, Empowering Montana's Workforce	<a href="https://www.gfcmsu.edu/revup/documents/Final%20Evaluation%20of%20RevUps%20Industry%20Recognized%20Credential%20Initiative.pdf">https://www.gfcmsu.edu/revup/documents/Final%20Evaluation%20of%20RevUps%20Industry%20Recognized%20Credential%20Initiative.pdf</a>

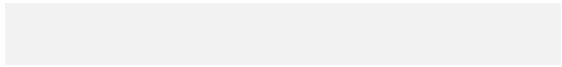
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Industry-Valued Credential	NJ	“A recognized degree, diploma, certificate or certification awarded for an occupation.”	degree, diploma, certificate, certification	Page 9 of source link	Valued and demanded by employers; portable (skills are transferable); stackable (skills may lead to additional training and education); lead to higher wages, career advancement, and job security	New Jersey Department of Labor and Workforce Development	<a href="http://careerconnections.nj.gov/careerconnections/document/prepare/NJ_Industry_Valued_Credential_List_January_2018.pdf">http://careerconnections.nj.gov/careerconnections/document/prepare/NJ_Industry_Valued_Credential_List_January_2018.pdf</a>
Industry Recognized Credential	ND	A verification of an individual’s qualifications or competence issued by a third party with the relevant authority to issue such credentials	Certificate, certification, degree, license	See source link	Industry preferred or required for recruitment, screening, hiring, retention or advancement purposes; 3rd party assessment; and, where appropriate, endorsed by a nationally recognized trade association or similar	North Dakota Career Resource Network	<a href="http://www.nd.gov/cte/crn/crc/docs/Fall2018/BYCP_What_is_a_Credential_Industry_Certifications.pdf">http://www.nd.gov/cte/crn/crc/docs/Fall2018/BYCP_What_is_a_Credential_Industry_Certifications.pdf</a>
Industry Recognized Credential	NV	A credential can be an educational diploma or degree, occupational state license, certification from industry or professional association, certificate or examination. The term credentials is often used in the labor-market and used as evidence of individuals gaining the appropriate skills, knowledge, and experiences needed to be successful for employment.	educational diploma, degree, occupational state license, industry certification		<ul style="list-style-type: none"> <li>• Industry-recognized</li> <li>• Labor Market Value</li> <li>• Stackable</li> </ul> (see source link for definitions) <ul style="list-style-type: none"> <li>• Portable</li> <li>• Quality/Accredited</li> <li>• Aligned</li> </ul>	Governor's Office of Workforce Innovation	<a href="http://www.doe.nv.gov/uploadedFiles/nddoenvgov/content/Boards_Commissions_Councils/State_Board_of_Education/2017/October/Item13IndustryRecCredentials.pdf">http://www.doe.nv.gov/uploadedFiles/nddoenvgov/content/Boards_Commissions_Councils/State_Board_of_Education/2017/October/Item13IndustryRecCredentials.pdf</a>

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Industry-Recognized Credential	OH	An industry-recognized credential is a verification of an individual’s qualification or competence. A third party with authority (U.S. Department of Labor, 2010) issues a credential. Authorities include business, trade association, or other industry-group assessments that measure technical competency and validate knowledge and skills in a specific industry. This also includes licenses or legal permission to engage in particular types of work that typically a government agency issues.		<a href="http://education.ohio.gov/Topics/Ohio-s-Graduation-Requirements/Industry-Recognized-Credentials-and-WorkKeys/Industry-Recognized-Credentials">http://education.ohio.gov/Topics/Ohio-s-Graduation-Requirements/Industry-Recognized-Credentials-and-WorkKeys/Industry-Recognized-Credentials</a>		Ohio Department of Education	<a href="http://education.ohio.gov/Topics/Ohio-s-Graduation-Requirements/Industry-Recognized-Credentials-and-WorkKeys/Industry-Recognized-Credentials-FAQs">http://education.ohio.gov/Topics/Ohio-s-Graduation-Requirements/Industry-Recognized-Credentials-and-WorkKeys/Industry-Recognized-Credentials-FAQs</a>
Industry Credential	OK	An education- and work-related credential, which could include a license or certificate, can be defined as a verification of an individual’s qualification or competence issued by a third party with the relevant authority to issue such credentials.	Certificate, certification, degree, license (see source link for definitions)			Oklahoma CareerTech Delivers	<a href="https://okcareertechdelivers.com/category/credentials/">https://okcareertechdelivers.com/category/credentials/</a>
Industry Recognized Credential (secondary)	OR	A single credential, license, or certificate that reflects technical knowledge and skills learned by a high school student enrolled in a CTE Program of Study. To earn a single credential a student should need to invest a significant amount of time and effort to develop the technical knowledge and skills.	Credential, license, certificate	~Agriculture, Food, and Natural Resources ~Arts, Information, and Communications ~Business and Management ~Health Sciences ~Human Resources ~Industrial and Engineering Systems	Must be available to students across state; tied to high-wage/high-demand jobs; attainable by August following HS graduation; courses must be available to HS students prior to graduation; must be aligned to technical entry-level requires / or are stackable	State of Oregon	<a href="https://www.oregon.gov/ode/Pages/search-results.aspx?q=industry%20recognized%20credentials%20initial%20recommendations">https://www.oregon.gov/ode/Pages/search-results.aspx?q=industry%20recognized%20credentials%20initial%20recommendations</a>
Industry Recognized Credential (secondary)	SD	Industry recognized credentials are a way for students to demonstrate mastery of knowledge and skills. They can increase job prospects and options for post-secondary education as well as increase their marketability to employers.		<a href="https://doe.sd.gov/gradrequirements/documents/Industry.pdf">https://doe.sd.gov/gradrequirements/documents/Industry.pdf</a>		South Dakota Department of Education	<a href="https://doe.sd.gov/cte/industry.aspx">https://doe.sd.gov/cte/industry.aspx</a>



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Industry Certifications (secondary)	TN	As it pertains to industry certifications, all department-promoted certifications are aligned with postsecondary and employment opportunities and with the competencies and skills that students should have acquired through their chosen programs of study.		<a href="https://www.tn.gov/content/dam/tn/education/ccte/cte/cte_certs_2018-19.pdf">https://www.tn.gov/content/dam/tn/education/ccte/cte/cte_certs_2018-19.pdf</a>	Industry recognized and valued; aligned to CTE course/program of study; transference to postsecondary; transference to high quality employment	Tennessee Department of Education	<a href="https://www.tn.gov/content/dam/tn/education/ccte/cte/cte_certs_guidance.pdf">https://www.tn.gov/content/dam/tn/education/ccte/cte/cte_certs_guidance.pdf</a>
Credentials	TX	Credential is a broad term that refers to a verified proficiency or competency and is issued to an individual by a third party that has relevant authority or jurisdiction. Third-party entities include accredited education institutions, professional or trade associations, and government agencies, among others.	Certifications, licenses, educational credentials: diplomas, certificates, degrees			Texas Education Agency	<a href="http://www.theccb.state.tx.us/reports/PDF/10494.PDF?CFID=75314517&amp;CFTOKEN=13839274">http://www.theccb.state.tx.us/reports/PDF/10494.PDF?CFID=75314517&amp;CFTOKEN=13839274</a>
Industry Credential	VA		State-issue professional license; full industry certification; pathway industry certification; occupational competency assessment	Licensed Practical Nurse (LPN), Cosmetology; A+ CompTIA, Microsoft Certified Professional; Automotive Service Excellence, (ASE), Microsoft Office Specialist; NOCTI		Virginia Department of Education	<a href="http://www.doe.virginia.gov/instruction/career_technical/path_industry_certification/index.shtml">http://www.doe.virginia.gov/instruction/career_technical/path_industry_certification/index.shtml</a>

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Recognized postsecondary credential	WI	Recognized post-secondary credentials are awarded in recognition of an individual's attainment of measurable technical or industry/occupational specific skills necessary to obtain employment or advance within an industry/occupation. These skills are generally based on standards developed or endorsed by employers or industry associations (degrees, occupational licensure, occupational certificates, etc.). Examples of what would count as a recognized post-secondary credential: • An industry recognized certificate or certification (e.g. Microsoft Information Technology certificate, Certified Nursing Assistant, certificate in business administration, Certified Welder) • Certificate of completion of an apprenticeship or youth apprenticeship • License recognized by state or federal government (e.g. Registered Nurse, Asbestos Inspector, Cosmetologist, Master Plumber, Licensed Professional Counselor) • Technical diploma or associate, bachelor's, or master's (graduate) degree • Job Corps certificate of completion for career technical training	Industry recognized certificate or certification; apprenticeship, state or federally recognized license; technical diploma, associates, bachelors, or graduate degree; job corp certificate for career technical training	Industry recognized credential: Microsoft Information Technology certificate, Certified Nursing Assistant, certificate in business administration, Certified Welder. License regonized by state or federal government: Registered Nurse, Asbestos Inspector, Cosmetologist, Master Plumber, Licensed Professional Counselor		State of Wisconsin Department of Workforce Development	<a href="http://wintac-s3.s3-us-west-2.amazonaws.com/topic-areas/ta_511/WI-WIOA-Joint-Credential-Detailed-Guidance.pdf">http://wintac-s3.s3-us-west-2.amazonaws.com/topic-areas/ta_511/WI-WIOA-Joint-Credential-Detailed-Guidance.pdf</a>
Credential	WY	An education- and work-related credential can be defined as a verification of an individual’s qualification or competence issued by a third party with the relevant authority to issue such credentials.	License, certificate, diploma, degree			Wyoming Department of Education	<a href="https://edu.wyoming.gov/in-the-classroom/career-tech-ed/cte-resources/">https://edu.wyoming.gov/in-the-classroom/career-tech-ed/cte-resources/</a>





















<https://dwd.wisconsin.gov/wioa/policy/11/11.16.htm>